

State Council on Workforce Services
July 14, 2005
1:15 p.m.

Attendees: Ron Ahlstrom, Jan Thompson, Libbie Zenger, Kristie McMullin, Melissa Finch, Deborah Van Leeuwen, Evan Maxfield, Dawn Skorka, Jan Zogmaister, Blaine Petersen, Marv Johnson, Allan Ayoub, Darris Howe, Clarke Woodger, Stan Lockhart, Bob Haywood, David Hogue, Stephen Goodrich, Paul Nielson, Deb Dull, Judy Chambley, Frank Maughan, Richard K Winters, Tani Downing, Greg Diven, Mike Richardson, Stephanie Smith, Mary Gehman-Smith, Karen Silver, Shawwna Sugihara, Connie Laws, Jolyn LeFevre-Bevan, Jane Broadhead, Rod Barlow, H. Doyle Bender, Juan Palaez, Steve Opitz, Suzette Hudson, Tom Darais, Tim Gwyther, Norman Nakamura, Karen Larsen, Laura Morley, Diane Lovell, Chris Love, John Nixon, Jon Pierpont, James Whitaker, Mark Raymond, Bob Gilbert, Gaylene Pebley, Susan Hill, Marie Christman, Helen Thatcher, Kathleen Johnson, Lynn Purdin, Melisa Stark, Lesnie Foster, Julie Lay, Stan Eckersley, Becky Cox, Jorge Sanchez, Kathy Hirst

Welcome and Opening Business - Greg Diven, Hosting Chair

Greg Diven welcomed the group and stated he is filling in for Chair Kevin Crandall, who is out of town on business. He introduced Stan Eckersley, Legislative Fiscal Analyst, Juan Palaez-Gary, Director of the US Bureau of Apprenticeship & Training and Steve Opitz, Regional Director of the US Bureau of Apprenticeship & Training from Dallas.

Greg called for approval of the Consent Agenda. Representative David Hogue motioned to approve the Consent Agenda (which includes the 10 March 2005 meeting minutes and four training providers: Academy of Dental Career, West Valley City; Utah, Color My Nails School, Midvale, Utah; LearnKey, Inc., St. George, Utah and Renaissance Dental Institute, Springville, Utah). Frank Maughan expressed concern as LearnKey, Inc. is a little known provider. Kristie McMullin explained that LearnKey, Inc. (an online software development company that specializes in training) has far exceeded the minimum approval requirements. JoLyn Bevan reported that Renaissance Dental Institute has been removed from the Approved Training Provider list as they have not yet been approved. Libbie Zenger seconded the motion and the motion carried.

Greg added that the process of approving training providers has been a concern, therefore the Regional Councils monitor the process.

Greg introduced State Council member, Darris Howe, Vice President and Director of the University of Phoenix, Murray campus. Darris welcomed the

group and stated that the University of Phoenix is honored to host today's State Council meeting.

Workforce Improvement and Coordination Task Force report - Helen Thatcher

Helen reported the following from today's committee meeting:

- The new WICC co-chair has not yet been elected;
- The group clarified the committee's purpose and what the membership should look like. The meetings are typically attended by agency heads;
- They discussed the WEEDA, an education and economic development sub committee which reports out to the WICC. WEEDA is active and has completed some strategic planning;
- Bob Haywood, Department of Human Services, presented the Senior Employment Services Coordination Plan (SESCP). This Plan prepares older workers for jobs in the labor market. A motion was made and approved for recommendation to the full council that this plan be approved.
- The group discussed the *Work Readiness Project*, a project in partnership with Salt Lake Community College through a grant to develop curricula and provide training. The curricula and pilot information was presented. This project is designed to answer what the Utah employer is asking for, particularly soft skills. Eventually, it will be available in every ATC in the State and offered as a part of their regular curricula. Further details will be available at the October Council of Council's meeting.

Blaine Petersen motioned that the State Council approve the Senior Employment Services Coordination Plan (SESCP) as presented, Darris Howe seconded the motion and the motion carried.

Executive Director's Report - Tani Pack Downing

Tani introduced new State Council members Dawn Skorka, Bear River North Regional Council Chair, Deb Dull, Southeast Regional Council Chair, James English, Western Regional Council Co-Chair, Paul Nielson, Uintah Basin Regional Council Chair, Deborah Van Leeuwen, Mountainland Regional Council Chair and Gary Knapp, Wasatch North Regional Council Chair. She recognized outgoing members Evan Maxfield, Bear River North Regional Council Chair, Pamela Clark, Wasatch North Regional Council Chair, Tim Gwyther, Southeast Regional Council Chair, Mark Raymond, Uintah Basin Regional Council Chair, Kristie McMullin, Western Regional Council Co-Chair, Stan Lockhart, Large Employer

representative, Jan Zogmaister, Chair, State Youth Council, Allan Ayoub Employee Organizations/Labor representative, Frank Maughan, Veterans representative, and Robert L. Haywood, Department of Human Services' Executive Designee. Tani also introduced Randy Hopkins, new DWS Northern Regional Director.

Tani reported:

- DWS has received a Food Stamp Accuracy Bonus in the amount of \$561,367 from the Department of Agriculture in recognition of Utah's accuracy of benefits issued being the fourth best State in the country;
- Utah received the Pinnacle Award at the US Department of Agriculture's Food Stamp Conference in San Antonio, Texas for accuracy and program integrity for 2004;
- The US Department of Labor's most recently published performance measures for the year ending March 31, 2005 indicated the following national recognition for Utah's Unemployment Insurance Division:
 - #1 in Payment Time Lapse;
 - #1 Nonmonetary Separation Quality Score; and
 - #3 in New Status Determinations;
- Utah's Transition to Adult Living (TAL) Initiative received an honorable mention at the Workforce Innovations Conference in Philadelphia earlier this week. TAL creates the infrastructure for improved services and outcomes for youth aging out of the foster care system. Tani recognized Jane Broadhead, Mike Richardson and Lesnie Foster for their contribution;
- Tani reported that she, Chris Love and John Nixon have visited Employment Centers in Western Region, North Region and Central Region. They have enjoyed meeting the staff, identifying issues and touring the buildings;
- Shellie Ivie, Eastern Region, has been named the Manager of the Year;
- Timothy Chamberlain, Eastern Region has been nominated for and is a finalist for State Employee of the Year;
- Information was compiled from the 10 March 2005 State Council meeting and the Workforce Investment, Wagner Peyser State Plan was developed. This two year plan was approved by the State Council and the Department of Labor. DWS' senior staff met to amend the Mission/Vision and Goals for the Department. The Strategic Planning effort will track completion of goals.

- Job Fairs - A Veteran's Fair was held yesterday. More than 500 visitors and 35 employers participated; A Refugee Job Fair is being held today. More than 20 employers, 15 training vendors and several advocates participated; An Ex offender Job Fair was held in two months ago in SLC. The turnout was excellent.
- Tani and Blaine Petersen, Executive Director, Utah State Office of Rehabilitation recognized H. Doyle Bender for his management of the Utah One Stop Enhancement Project Grant (USOEP), a two-year grant which expired on June 30.

Economic Information Update - Ron Ahlstrom

Ron reported that Utah is currently into two years of economic expansion with a 3.3% growth rate/employment increase. This covers 37,000 job seekers who enter into the labor market each year. The previous expansion lasted 13 years. Utah is at a 4.9% unemployment rate, the lowest in three years. Higher paying jobs are increasing. The growth rate is expected to stay in the 3% range. Hurdles are gas prices and potential mortgage rate increases, however, another recession is not anticipated. Allan Ayoub asked what impact it would have if the minimum wage increased to \$7. Ron replied that it would only affect a few as the market has already driven wages up.

State Plan Update - Connie Laws

Connie reported that the State Plan was reviewed and approved by the Department of Labor. Any amendments will need to be approved by this Council.

Workplace Wellness Presentation - Nancy Malecker

Nancy Malecker, Human Resource Manager at the Utah Transit Authority (UTA) and Central Region Council member presented *Workplace Wellness* to the group. She has designed and implemented UTA's PACE Wellness Program that has 50% participation. She has also designed and implemented a program to address child care issues within UTA. UTA has won the health award for 13 consecutive years. Utah will spend \$13M for their employees on health care costs this year. DWS will be speaking to employers about the benefits of wellness in the workplace. A wellness conference is planned for October. Greg Diven asked the group to promote this conference.

State Youth Council report - Jan Zogmaister

Jan Zogmaister reported the following from today's State Youth Council meeting:

- The State Youth Council approved a contract with Futures Through Training (FTT) through the new RFP process which is outlined in the State Plan.
- They discussed the Recognition of Excellence for the Transition to Adult Living (TAL) Initiative which Northern Region has been heavily involved with;
- They reviewed their budget. It is on track. They have concerns about the lower skill attainment and will return to the regions and review. They have increased from 30% to 55% in serving out of school youth;
- Their Newsletter is out and available throughout the regions;
- Jan attended one of the TAL summits. These are for youth who are aging out of foster care. There is incredible partnershiping and they are already seeing success;
- They reviewed the WIA Youth Service Priority System and altered the form so it complies with the Department of Labor's instructions. Each of the regions can prioritize as they like.

Stan Lockhart motioned that the contract with Futures Through Training (FFT) be approved, Richard Winters seconded the motion and the motion carried.

Regional Councils Chairs' Report - Mike Richardson

Mike Richardson reported the following from today's committee meeting:

- Libbie Zenger has been elected as the new Chair;
- The Chairs reviewed the State Council New Member Orientation Booklet;
- They reviewed the State Plan in detail. They discussed how the Regional Council Chairs and the subcommittees will be connected through the state plan process. The agendas will be based on the contents of the State Plan.

Business Services and Marketing - Melisa Stark

Melisa Stark reported the following from today's committee meeting:

- Deborah Van Leeuwen has been elected as the new Chair;
- Melisa Stark presented an Economic Development slide show prepared for the Governor;
- They shared reports which highlight regional accomplishments;

- Lynn Purdin demoed the Utah Health Careers Website. This was created in partnership with UHA and the Utah State Office of Education. This will provide information and possibly attract nurses to Utah and has links to hospitals.
- They received an update on targeted industries and occupations. The University of Utah was awarded a DOL Health Care High Growth Job Training Initiative Grant in the amount of \$872,000. They plan to have 13 new clinical faculty associates. This is in addition to the 20 who will graduate from SLCC in December. Utah Construction Career Days will be at the Utah State Fairgrounds, September 27-29, 2005.

Cultural Integration Advisory Council (CIAC) - Clark Woodger

Clark reported the following from today's meeting:

- They have spent the last several months creating By Laws. These need to be approved by the State Council;
- DWS' Contract Division is reviewing the Granite School grant as the State Council has expressed concerns;
- CIAC has a small core of committed people for a large problem within the State which impacts employers as well as educators. The committee feels that problems within the community aren't being addressed. The next step is to create a strategic plan.

Richard Winters motioned that the CIAC By-Laws be approved as written, Frank Maughan seconded the motion and the motion carried.

Operations and Performance Committee report - Connie Laws

Connie Laws reported the following from today's committee meeting:

- The State Plan was submitted to the Department of Labor with three waivers. Two have been approved. The one that has not been approved can be found under attachment "Youth Definition" 5 in the tabs. Connie explained that the waivers follow a different process than the Plan.
- Linetta Moyes reviewed the expenditures for PY 04 and indicated at the State level we will meet DOL goals on obligation and expenditures. The allocations for PY 05 were shared and discussed. Linetta indicated she needed a decision from the State Council to allow DWS the ability to transfer up to 30% of the funds between Adult and Dislocated Workers. A motion was made and approved for recommendation to the full council

to allow the flexibility of transferred funds between these two programs.

- The committee discussed training providers. Concern was raised over a review of providers and are we getting what we are paying for. A proposal was made to review all new providers in this committee prior to the full Council vote. DWS is currently reviewing the training provider approval process including centralization. A recommendation was made to complete this review and provide an update at the next committee meeting.
- They discussed the WIA 2 Year Plan.

Representative David Hogue motioned to allow DWS the authority to transfer up to 30% of the funds between Adult and Dislocated, Libbie Zenger seconded the motion and the motion carried.

Public Comment

Karen Silver, Community Action Program and Central Region Council Member reported that Jon Pierpont, Central Region Director received the *Utah Issues Bureaucrat of the Year* award. She expressed concern that DWS is proposing to change the FEP rule by raising the amount of participation hours from 30 to 34. Advocates are concerned that if hours are increased to 34, child care assistance will need to increase. She feels the Federal rules do not agree with this. She encourages the Council to look at rulemakings.

Allan Ayoub asked if anyone had looked at the implications of day care if this rule passes. Karen replied that most of the FEP cash assistance customers only use child care part time.

Mike Richardson updated the group on the public hearing process. Comments were received on Monday at the Midvale Employment Center regarding the FEP process. All questions will be responded to before changes are made.

Richard Winters expressed his happiness on working on the Council.

The meeting adjourned at 2:50 p.m.